

Teacher and Principal Evaluation (TPE)

Communication #7

January 2, 2013

TPE Action Team

Dave Volrath

dvolrath@msde.state.md.us

410-767-0504

Collaboration continued with LEAs to provide technical assistance and clarification prior to the December 26, 2012 submission of TPE plans. Submissions included local descriptions for transforming MSA scores into evaluative measures. The TPE Action team hopes to complete the review of the submissions as quickly as possible and will confer with the MSDE Core Team regarding determinations and notifications to LEAs. All LEAs should be in operational simulations of their TPE Plans by January 2, 2013. The external evaluator referenced in the Field Test section of this communication will be responsible for visiting LEAs during the simulation period to validate the fidelity of district implementation and to authenticate that the field tests comply with the plans that were submitted. The TPE Action Team is presently crafting the comprehensive implementation plan for the U.S. Department of Education (USDE) that was required in their letter of December 6, 2012. This information will be shared with Superintendents at the January PSSAM Meeting and with the MSBE at their meeting on January 25, 2013.

Inquiries of a general nature or about TPE in its entirety may be directed to Dave Volrath.

Field Test

Ben Feldman

bfeldman@msde.state.md.us

Following the winter break, all LEAs should be fully engaged in simulating their local or the state evaluation models. USDE previously asked for assurances of the state's TPE implementation plan by January 7, 2013, and continues to seek clarification of the theory of action underlying the field tests. MSDE is considering a bifurcated process utilizing an external evaluator during the field test to validate LEAs fidelity of implementation and employing a more sophisticated independent team to conduct a full statistical analysis at both the end of the field test and in July 2014. The review of the RFQs has been completed and MSDE hopes to have the external evaluator identified by January 4, 2013. Concurrently, the TPE Team is completing the initial draft of the soft data that will be required at the end of the simulation period. The Core Team will now begin deliberations on the role and data that the greater post field test statistical analysis will require along with developing the criteria for identifying the independent group that will conduct the analysis. With USDE approval, project resources will then be re-purposed to support the implementation of field test simulations, the work of the external evaluator, and the statistical analysis of the independent research team.

Inquiries related to the Field Test that are of a design or technical nature (i.e. School Progress Index or MSAs), may be directed to Ben Feldman.

SLOs

Linda Burgee

lburgeon@msde.state.md.us

In response to the USDE letter of December 6, 2012, MSDE will be exploring methods for using SLOs to facilitate compliance with the incorporation of HSAs into the teacher and principal evaluation processes. The experiences of several LEAs that are already doing this in their Field Test should be beneficial to this consideration. LEAs will address this topic during their January monthly meeting.

Inquiries regarding Student Learning Objectives or interest in scheduling training for specific audiences should be directed to Linda Burgee.

<p><u>Professional Development</u></p> <p>Ilene Swirnow iswirnow@msde.state.md.us</p>	<p>The professional development team will meet with the LEAs piloting the State Evaluation Models on January 4, 2013. At that time, we will map out the processes, procedures, and data collection that will be used, based on the Teacher and Principal Implementation Draft Appendices, as they begin to implement their field test. In addition, the executive officers will meet on January 7, 2013 to discuss the skills and information principals need to evaluate teachers. This discussion will focus on the executive officers' and principals' capacity to use both the professional practices and the student growth portions of the evaluation instrument.</p> <p>Inquiries regarding the evaluative professional development skills of executive officers, principals, assistant principals, and instructional supervisors may be directed to Ilene Swirnow.</p>
<p><u>Communications</u></p> <p>Laura Motel lmotel@msde.state.md.us</p>	<p>The next LEA Field Test meeting, on Friday, January 25, will be held at The Meeting House in Columbia, MD. We hope that this location will be more centrally located and provide easier access than the MSDE offices. The Meeting House facilities will also allow us to conduct breakout sessions, giving meeting participants the chance to learn about and discuss various aspects of TPE in smaller groups. The TPE Action team is also looking at other locations outside of MSDE to hold LEA Field Test meetings in the future. Directions to The Meeting House can be found at http://themeetinghouse.org/. The Action Team is also working to develop an online community forum where members of the LEA Field Test teams can discuss ideas and share strategies regarding various TPE topics.</p> <p>Inquiries regarding communications may be directed to Laura Motel.</p>